IN THE UNITED STATES DISTRICT COURT FOR THE WESTERN DISTRICT OF PENNSYLVANIA

| KELLY J. VAY | ; | CIVIL ACTION |
|--------------------|-------------------------------|---|
| ROBERT HUSTO | v. N, et al. | NO. 14-769 |
| | <u>verdi</u> | CT FORM |
| We the jur | ry of eight persons unanimo | ously find: |
| I. | Kelly Vay's equal prote | ection claims against Robert Huston. |
| A. Hostile Work | Environment | |
| 1. Did | l Robert Huston intentionally | subject Kelly Vay to a hostile work environment |
| based on her gende | er? | |
| | YES | NO X |
| Ple | ase proceed to Question 2. | |
| B. Discrimination | ı | |
| 2. Did | l Robert Huston intentionall | y discriminate against Kelly Vay because of her |
| gender? | | |
| | YES | NO X |
| It von answ | vered "YFS" to Ouestion Lo | r 2. please proceed to Ouestion 3. |

If you answered "YES" to Question 1 or 2, please proceed to Question 3.

If you answered "NO" to Question 1 and 2, please skip Question 3 and proceed to Question 6.

| C. Damage | es |
|---------------|--|
| 3. | Did Robert Huston cause Ms. Vay to experience emotional pain, suffering |
| inconvenien | ice, mental anguish, loss of enjoyment of life, or any future non-wage monetary |
| losses? | |
| | YES NO |
| | If you answered "YES" to Question 3, please proceed to Question 3a. If you answered "NO" to Question 3, proceed to Question 4. |
| 3a. | What amount of compensatory damages will fairly make up for the emotional |
| pain, sufferi | ng, inconvenience, mental anguish, loss of enjoyment of life, or any future non-wage |
| monetary lo | sses Ms. Vay may suffer as a result of Mr. Huston's conduct. |
| | \$ |
| 3b. | If you found no compensatory damages in response to Question 3a, Ms. Vay is |
| awarded nor | minal damages in the amount of \$1.00. |
| Plea | use proceed to Question 4. |
| 4. | Did Robert Huston act maliciously or wantonly in violating Ms. Vay's rights |
| warranting] | punitive damages? |
| | YES NO |
| | If you answered "Yes" to Question 4, proceed to Question 5. If you answered "NO" to Question 4, please proceed to Question 6. |
| 5. | What amount of punitive damages is warranted against Robert Huston? |

| | | II. | Kelly V | 'ay's equ | al protection | claims ag | gainst S | tephe | n Pil | larsl | κi. | |
|-------|----------|----------|------------|------------|----------------------------------|-------------|-----------|--------|--------|-------|--------|---------|
| Α. | Hosti | le Wor | k Enviro | nment | | | | | | | | |
| | 6. | Did | Stephen | Pilarski | intentionally | subject | Kelly | Vay | to | a h | ostile | work |
| envir | onment | based c | n her ger | nder? | | | | | | | | |
| | | | | YE | S | | NO | X | | | | |
| | | If: | | | S" to Questio 'NO" to Quest | | | | | | 7. | |
| В. | Dam | ages | | | | | | | | | | |
| | 7. | Did S | Stephen | Pilarski c | cause Ms. Va | y to exp | erience | emoti | ional | pai | n, suf | fering, |
| incor | rvenienc | e, men | tal angui | sh, loss | of enjoyment | of life, | or any | future | non | -wa | ge mo | netary |
| losse | s? | | | | | | | | | | | |
| | | | | YE | S | | NO. | | _ | | | |
| | | | | | S" to Question O" to Question | | | | | | | |
| | 7a. | Wha | at amoun | t of comp | ensatory dam | ages will | fairly c | ompei | nsate | Ms | . Vay | for the |
| emot | ional pa | in, suff | ering, inc | onvenien | ce, mental ang | guish, loss | s of enjo | ymen | t of l | ife, | or any | future |
| non- | wage me | onetary | losses M | s. Vay ma | ay suffer as a i | result of N | Ar. Pilar | ski's | cond | uct. | | |
| | | | | \$_ | | | | | | | | |
| | 7b. | If y | ou found | no comp | ensatory dama | ages in re | sponse | to Qu | estio | n 7a | , Ms. | Vay is |

3

Please proceed to Question 8.

awarded nominal damages from Mr. Pilarski in the amount of \$1.00.

| | 8. Did Stephen Pilarski act maliciously or wantonly in violating Ms. Vay's right | S |
|-------|--|----|
| warra | inting punitive damages? | |
| | YES NO | |
| | If you answered "Yes" to Question 8, proceed to Question 9. If you answered "NO" to Question 8, please proceed to Question 10. | |
| | 9. What amount of punitive damages is warranted against Stephen Pilarski? | |
| | \$ | |
| | III. Kelly Vay's equal protection claims against Michael Baker. | |
| Α. | Hostile Work Environment | |
| | 10. Did Michael Baker intentionally subject Kelly Vay to a hostile work environment | ıt |
| based | on her gender? | |
| | YES NO X | |
| | Please proceed to Question 11. | |
| В. | Discrimination | |
| | 11. Did Michael Baker intentionally discriminate against Kelly Vay because of he | r |
| gende | | |
| | YES NO X | |
| | If you answered "YES" to Question 10 <u>or</u> 11, please proceed to Question 12. If you answered "NO" to Question 10 <u>and</u> 11, proceed to Question 15. | |

| Dam | ages | |
|---------|--------------------------------------|---|
| 12. | Did Michael Baker cau | se Kelly Vay to experience emotional pain, suffering |
| venien | ce, mental anguish, loss | of enjoyment of life, or any future non-wage monetar |
| ? | | |
| | YES | NO |
| | | " to Question 12, please proceed to Question 12a. 'NO" to Question 12, proceed to Question 13. |
| 12a. | What amount of comp | pensatory damages will fairly compensate Ms. Vay for th |
| onal pa | nin, suffering, inconvenien | ce, mental anguish, loss of enjoyment of life, or any futur |
| vage m | onetary losses Ms. Vay m | ay suffer as a result of Mr. Baker's conduct? |
| | \$ | |
| 12b. | If you found no comp | ensatory damages in response to Question 12a, Ms. Vay |
| led non | ninal damages in the amou | ant of \$1.00 from Mr. Baker. |
| | P | lease proceed to Question 13. |
| 13. | Did Michael Baker ac | t maliciously or wantonly in violating Ms. Vay's right |
| nting p | ounitive damages? | |
| | YES | NO |
| | | Yes" to Question 13, proceed to Question 14. " to Question 13, please proceed to Question 15. |
| 14. | What amount of punitiv | ve damages is warranted against Michael Baker? |
| | \$ | |
| | 12a. 12a. onal pavage m 12b. led nor | YES If you answered "YES If you answered" 12a. What amount of componal pain, suffering, inconvenient wage monetary losses Ms. Vay maked nominal damages in the amount of the am |

IV. Kelly Vay's equal protection claim against Michael Chichwak

| | T T | 4 * 1 | * * 7 |) T1 | • | 4 |
|---|-----|-------|--------|--------|--------|-------|
| Λ | Ha | stile | - W ni | rk Hin | iviron | ıment |
| | | | | | | |

| 15. | Did Michael Chichwak intentionally subject Kelly Vay to a ho | ostile work |
|-----------------|---|--------------|
| environment b | based on her gender? | |
| | YES NO X | |
| | If you answered "YES" to Question 15, please proceed to Question 1 If you answered "NO" to Question 15, please proceed to Question 1 | |
| B. Damages | S . | |
| 16. | Did Michael Chichwak cause Kelly Vay to experience emotional pair | ı, suffering |
| inconvenience | e, mental anguish, loss of enjoyment of life, or any future non-wag | e monetary |
| losses? | | |
| | YES NO | |
| | If you answered "YES" to Question 16, please proceed to Question 16 If you answered "NO" to Question 16, please proceed to Question 1 | |
| 16a. | What amount of compensatory damages will fairly make up for the | e emotiona |
| pain, suffering | ng, inconvenience, mental anguish, loss enjoyment of life, or any future | e non-wage |
| monetary losse | ses Ms. Vay may suffer as a result of Mr. Chichwak's conduct. | |
| | \$ | |
| 16b. | If you found no compensatory damages in response to Question 16a, | Ms. Vay is |
| awarded nomin | ninal damages in the amount of \$1.00 from Mr. Chichwak. | |

Please proceed to Question 17.

| | 17. | Did Michael Chichwak act mal | iciously or wantonly in violating Ms. Vay's righ | ıts |
|-----|-------------|-----------------------------------|--|-----|
| wa | rranting pu | unitive damages? | | |
| | | YES | NO | |
| | | | Question 17, proceed to Question 18. estion 17, please proceed to Question 19. | |
| | 18. | What amount of punitive damag | ges is warranted against Michael Chichwak? | |
| | | \$ | | |
| | V. | . Kelly Vay's civil rights claims | against Allegheny County. | |
| A. | Hostile V | Vork Environment | | |
| | 19. | Did Allegheny County subject | Celly Vay to a hostile work environment based of | on |
| her | gender? | | . / | |
| | | YES | NO X | |
| | | Please proceed to Question 20. | | |
| B. | Discrimi | nation | | |
| | 20. | Did Allegheny County intention | nally discriminate against Kelly Vay because of | of |
| | her gende | r? | | |
| | | YES | NO X | |
| | | Please proceed to Question 21. | | |
| C. | Retaliatio | on | | |
| | 21. | Did Allegheny County unlawf | ılly retaliate against Kelly Vay for complainin | ıg |
| abo | out discrim | ination because of her gender? | | |
| | | YES | NO X | |

If you answered "YES" to Question 19, 20, or 21, please proceed to Question 22. If you answered "NO" to Questions 19, 20, and 21, please STOP and sign below.

D. Damages

22. Did Allegheny County cause Ms. Vay to experience emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life, or any future non-wage monetary losses Ms. Vay may suffer?

| YES | NO | |
|-----|----|--|
| | | |

If you answered "YES" to Question 22, please proceed to Question 22a. If you answered "NO" to Question 22, please STOP and sign below.

22a. What amount of compensatory damages will fairly make up for the emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life, or any future non-wage monetary losses Ms. Vay may suffer as a result of Allegheny County's conduct.

| \$ |
|----|
| |

22b. If you found no compensatory damages in response to Question 22a, Ms. Vay is awarded nominal damages in the amount of \$1.00.

YOU COMPLETED YOUR DELIBERATIONS AND THE VERDICT SLIP. THE ELECTED FOREPERSON SHALL SIGN AND DATE BELOW AND NOTIFY THE MADAM DEPUTY YOU HAVE REACHED A VERDICT.

Date: February 7, 2017

Foreperson